GOVERNMENT OF INDIA
AGRICULTURE
LOK SABHA

UNSTARRED QUESTION NO:3507
ANSWERED ON:07.04.2003
RECOMMENDATION OF PAY SCALES
MAHBOOB ZAHEDI

Will the Minister of AGRICULTURE be pleased to state:

(a) whether the recommendation of University Grants Commission (UGC) pay scales has been implemented in totality in the State Agricultural Universities and the Indian Council of Agricultural Research (ICAR);

(b) if so, the details thereof alongwith date of implementation;

(c) whether the grant provided by the Ministry for giving non-practicing allowances to the University Teachers having basic qualification of Veterinary Science is being released;

(d) if so, the effective date thereof; and

(e) if not, the reasons therefor?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF AGRICULTURE (SHRI HUKUMDEO NARAYAN YADAV)

(a) Recommendations of UGC regarding pay scales have been adopted by ICAR for its scientists and teachersof SAUs except enhancement in the age of superannuation.

(b) Copies of the circulars No. 1(15)/98- Per.IV dated 27.2.99 in respect of ICAR and dated 3.3.99 in respectof State Agricultural Universities are laid on the table of the House.

(c) The Non Practicing Allowance is not a part of UGC pay package. The question of giving grant on thisaccount therefore does not arise.

(d) Does not arise.

(e) Does not arise.

INDIAN COUNCIL OF AGRICULTURAL RESEARCH KRISHI BHAVAN : NEW DELHI

F.No.1(15)/98-Per.IV Dated Feb. 27, 1999

To,
The Directors/Project Directors of the
Institutes/National Research Centres/Bureaux/
Project Directorates of ICAR.

Subject: Revision of pay scales of the scientists of ICAR following the revision of pay scales of Central Govt. employees on the recommendations of the 5th Central Pay commission.

Sir,

In furtherance of the cause of Agricultural Research and Education in the country and for itsuninterrupted growth the Indian Council of Agricultural Research with the concurrence of the Ministry ofFinance and approval of the Competent Authority has revised the pay scales of ICAR scientists as a follow-upaction of recommendations of the Fifth Central Pay Commission for Central Government. While finalizing the revised pay scales the Council and the Government of India has taken into cognizance the recommendations of the

Fifth Central Pay Commission and an MHRD notification for revision of the pay scales of teachers of theUniversities and Colleges and the recommendations of the ICAR Committee constituted for this purpose. Accordinglythe revision of pay scales of ICAR Scientists will be subject to the various provisions of the scheme of revision of pay scales as contained in this letter and the regulations to be framed by the ICAR in this regard. The revised pay scales and other service conditions are as follows:-

1. (i) Pay Scales

A statement showing the existing and revised scales of pay of scientists in various grades and Research Management Positions in ICAR is given below:-

Scales of Pay of Scientists/RMPs. in all grades of ICAR

Sl. No.	Category of posts	Existing Scales of Pay (Rs.)	Revised Scales of Pay (Rs.)
1.	Scientist	2200-75-2600-100-4000	8000-275-13500
2.	Scientist (Sr. Scale)	3000-100-3500-125-5000	10,000-325-15200
3.	Scientist (Sel. Grade)/ Sr. Scientist	3700-125-4950-150-5700	12,000-420-18,3000
4.	Principal Scientist	4500-150-5700-200-7300	16400-450-20900-500-22400
5.	Project Coordinators, Head of Divisions/Regional Centres/ Stations, Joint Directors of Other than those in the four Deemed Universities & NAARM, Zonal Coordinators.	4500-150-5700-200-7300	16400-450-20900-500-22400
6.	Directors/Project Directors of the Institutes/NRC/ Project Directorates, ADGs At ICAR Headquarters, Joint Directors of Deemed Universities NAARM	4500-150-5700-200-7300 (Minimum pay to be fixed at Rs.17300 on initial appointment)	16400-450-20900-500-22400
7.	Dy. Director General at ICAR Hqrs., Directors of IARI, IVRI, NDRI, CIFE & NAARM	7600/- fixed	25,000/- fixed

Note I: The pay of Scientists (Selection Grade)/Sr. Scientists with five years service as on 01.01.96 will be fixed at the minimum of Rs.14940/-

Note II:The revised scale of pay for Experimental Scientists (Rs.1740-3000) will be issued separately.

A statement showing the existing & revised scales of pay for Professional Chairs

is given as under:-

S.No.	Category of Posts	Existing Scales of Pay (Rs.)	Revised Scales of Pay (Rs.)
1.	National Fellows	4500-150-5700-200-7300	16400-450-20900-500-22400
2.	National Professor	7600/- fixed	25000/- fixed

(ii) Incentives for Ph.D./M.Phil.

a) Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil. Degrees, respectively, at the time of recruitment at Scientists.

b) One increment will be admissible to those scientists with M.Phil. Degree, who acquire Ph.D. within two years of recruitment.

c) A Scientist with Ph.D. will be eligible for two advance increments when he moves into the Selection Grade as Sr. Scientist.

d) A Scientist will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

(iii) Career Advancement

a) Minimum length of service for eligibility to move into the grade of Scientist (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil., and six years for others as a Scientist and for eligibility to move into the Grade of Scientist (Selection Grade)/Sr. Scientist, the minimum length of service as Scientist (Senior Scale) shall be uniformly five years.

b) For movement into grades of Sr. Scientist and above, the minimum eligibility criterion would be Ph.D. Those Scientist without Ph.D. can go up to the level of Scientist (Selection Grade).

c) A Sr. Scientist with a minimum of eight years of service will be eligible for consideration for appointment as a Principal Scientist.

d) For Every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the ICAR in consultation with the Government.

(iv) Rewarding the Merit

a) A suppertime scale of Rs.22000-500-24500 will be given to such Principal Scientists of Eminence who are directly recruited and have completed 28 years of service. The eligibility criteria and the selection process will be determined by the ICAR.

b) ICAR would prepare a specific scheme in consultation with Government to reward and recognize meritorious Scientists who may not have M.Phil. or Ph.D. but who have made outstanding contributions in research, education and extension.

(v) Allowances, effective date and fitment formula

a) While the revised pay scales will be applicable from January 1, 1996, allowances at the revised rates will be effective from Aug. 1, 1997.

b) Pay w.e.f. 01.01.96 in the revised scale of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997 as applicable.

c) Pay in the revised scales of pay as under para
(i) above of this letter shall be fixed at the same stage with reference to the stage admissible vide para (b) above. In cases where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para (b) above.

d) The payment of arrears will be made in one instalment.

e) Scientists will be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance, City Compensatory Allowance and other allowances at the same rates and dates as applicable to the Central Government employees.

f) While making payment of arrears on account of revised pay scales, the amount of Dearness Allowances at pre-revised rates and lump sum amount of Rs.25,000/- already paid to the scientists will have to be adjusted against the amount of arrears. Further, the payment of arrears may be made only after deducting necessary Income Tax.

(vi) Age of Superannuation

While concurring in the proposal of the Council for enhancement in the age of retirement of Scientists from 60 to 62 years, the competent authority has advised to place it before the Cabinet. Accordingly necessary action has already been taken and after the final approval, separate orders in this regard will be issued. Until such time, the age of superannuation will continue to be 60 years.

2. These orders are subject to the conditions as contained in para 4 of Ministry of Finance O.M. No.7(34)/E-III-A/97 dated 02.12.97 or pay revision of employees of quasi-Government/autonomous organizations, statutory bodies, etc., set up and funded by the Central Government.

3. It is requested that necessary action may please be taken to revise the pay scales of the Scientists of your Institute as per the conditions laid down in the instant letter and the Regulations issued by the Govt. of India and endorsed by ICAR from time to time.

4. Further clarification, if any, in the implementation of the scheme may be sought from ICAR.

5. The receipt of this letter may kindly be acknowledged.

Yours faithfully,

Sd/-
(G. Prasad)
Director (Personnel)

Copy to:-

1. PS TO AM/PM

2. PS to MOS (A)

3. Secretary, Deptt. Of Expr., Ministry of Finance, North Block

4. Secretary, Deptt. Of Personnel & Training, North Block

5. Secretary, Deptt. Of Education, Ministry of Human Resource Development, Shastri Bhawan, New Delhi
6. Secretary, University Grant Commission, Bahadur Shah Zafar Marg

7 CPPRO, Krishi Bhawan,

8. All Officers/Sections of ICAR Hqrs./KAB.

Sd/-
(G. Prasad)
Director (Personnel)

ANNEXURE-III

SCALE OF PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES.

S.No.	Category	Existing scales of pay	Revised scales of pay
	University and College Teachers		
1.	Lecturer/Asstt. Professor	2200-75-2800-100-4000	8000-275-13500
2.	Lecturer(Sr.Scale)/ Asstt.Prof.(Sr.Scale)	3000-100-3500-125-5000	10000-325-15200
3.	Lecturer(Selection Grade)/ Reader/ Associate Professor The pay of those with five years service as on 1.1.96 may be fixed minimum at Rs.14,940/-	3700-125-4950-150-5700	12000-420-18300
4.	Professor	4500-150-5700-200-7300 4500-150-5700	16400-450-20900-500-22400
5.	Principal/Head of College	4500-150-5700-200-7300	16400-450-20900-500-22400 with initial start at Rs.17,300/-
6.	Director (Research)/Director (Extn.)/ Dean PG/Dean Student Welfare	4500-150-5700-200-7300	16400-450-20900-500-22400
7.	Vice-Chancellors	7600/- fixed	25000/- fixed
8.	For Universities Registrar/Librarian/ Director of Physical Education/Controller of examination	4500-150-5700-200-7300	16400-450-20900-500-22400
9.	Dy.Registrar/Dy.Librarian/ Dy. Director of Physical Education/Dy.Controller of examination	3700-125-4950-150-5700	12000-420-18300
10.	Asstt. Librarian/Asstt. Documentation Officers (Sr.Scale)/Asstt. Director of Physical Education (Sr.Scale)	3000-100-3500-125-5000	10000-325-15200
11.	Asstt.Registrar/Asstt. Librarian/Asstt. Documentation Officer/ Asstt.Director of Physical Education/Asstt. Controller of examination	2200-75-2800-100-4000	8000-275-13500
	For Colleges		

12. College Librarian (Sel. Grade)/Director of Physical Education (Sel. Grade) 3700-125-4950-150-5700 12000-420-18300

13. College Librarian (Sr. Scale)/Director of Physical Education (Sr. Scale) 3000-100-3500-125-5000 10000-325-15200

14. College Librarian/Director of Physical Education 2200-75-2800-100-4000 8000-275-13500

15. Demonstrator/Tutors 1740-60-2700-EB-75-3000 5500-175-9000

Dr. G. D. SHARMA
SECRETARY UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110 002.

ANNEXURE

SCALE OF PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES

Sl. No.	Category	Existing scales of pay	Revised scales of pay
	University and College Teachers		
1.	Lecturer	2200-75-2800-100-4000	8000-275-13500
2.	Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
3.	Lecturer (Sl.Grade)/Reader	3700-125-4950-150-5700	12000-420-18300
4.	Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
5.	Principals of Colleges		
(i)		37000-125-4950-150-5700 (Minimum to be fixed at 12840)	12000-420-18300
(ii)		4500-150-5700-200-7300 (Minimum to be fixed at 17300)	16400-450-20900-500-22400
6.	Pro-Vice Chancellor	5900-200-7300	18400-500-22400

7. Vice Chancellor	7600 (fixed)	25000 (fixed)
For Universities		
8. Registrar/Librarian/ Director of Physical Education/ Controller of Examination/ Finance Officer	4500-150-5700-200-7300	16400-450-20900-22400
9. Dy. Registrar/Dy. Librarian/Dy. Director of Physical Education/Dy. Controller of Examination/ Dy. Finance Officer	3700-125-4950-150-5700	12000-420-18300
10. Asstt. Librarian/Asstt. Documentation Officer (Sr. Scale)/Asstt. Director of Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
11. Asstt. Registrar/Asstt. Librarian/Asstt. Documentation Officer/ Asstt. Director of Physical Education/Asstt. Controller of Examination/Asstt. Finance Officer	2200-75-2800-100-4000	8000-275-13500
For Colleges		
12. College Librarian (Sl. Grade)/Director of Physical Education (Sl. Grade)	3700-125-4950-150-5700	12000-420-18300
13. College Librarian (Sr. Scale)/Director of Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
14. College Librarian/Director of Physical Education	2200-75-2800-100-4000	8000-275-13500
15. Demonstrator/Tutors	1740-60-2700-EB-75-3000	5500-175-9000